

## Attachment C

# **Eastern Kentucky University** **Endowment Match Program** **Diversity Plan**

In response to the Commonwealth of Kentucky's 2003 Budget Bill, HB 269, and the request of the Kentucky Council on Postsecondary Education, this report addresses the current race and gender diversity of those positions and recipients which have benefited from state matching funds through the endowment match program and the intentions of Eastern Kentucky University to continue to promote diversity of said positions and scholarship recipients.

## **I. Assessment**

Funds from the endowment match program, when matched with private donor support, have been used to create or expand a total of two endowed chair positions, two endowed professorships, nine mission support projects, and forty-seven endowed scholarships since the beginning of the endowment match program. The following table reflects both the funds established in the previous fiscal year and the total funds established or expanded since the program's inception.

### **Annual and Cumulative Match Program Activities**

<u>Activity</u>	<u>2002-2003</u>		<u>1998-2003</u>	
	<u>Positions Or Projects</u>	<u>Number Occupied Or Expenditures</u>	<u>Positions Or Projects</u>	<u>Number Occupied Or Expenditures</u>
Chairs	0	0	2	2
Professorships	0	0	2	1
Fellowships	0	0	0	0
Scholarships	35	13	47	18
Mission Support Projects	7	0	10	3
<b>Totals</b>	<b>42</b>	<b>13</b>	<b>61</b>	<b>24</b>

### Faculty and Staff Information

The majority of faculty hired using Endowment Match Program funds are female. A female holds the currently filled endowed professor, while a male and a female hold the endowed chair positions. Since 1998 three faculty positions have been funded or partially funded under the auspices of the Endowment Match Program; two-thirds of them being female. (See the following table.)

**Gender of Endowment Match Program Faculty and Staff  
As of June 30, 2003**

	<u>Male</u>	<u>Female</u>
Chairs	1	1
Professors	0	1
Staff	0	0
<b>Total</b>	<b>1</b>	<b>2</b>

By way of comparison, Eastern's instructional faculty are nearly equally divided among males and females with 50.44% being male and 49.56% being female. Eastern's faculty chair positions are currently 61.76% male and 38.24% female. (The above numbers are reflective of the incumbent faculty of Eastern Kentucky University as of December 31, 2003.)

As to race, the majority of faculty hired through the Endowment Match Program are White, non-Hispanics, as can be seen in the following table.

**Race of Endowment Match Program Faculty  
As of June 30, 2003**

	<u>White</u>	<u>African American</u>	<u>Amer. Indian</u>	<u>Asian</u>	<u>Hispanic</u>	<u>Total</u>
Chairs	2	0	0	0	0	2
Professors	1	0	0	0	0	1
Staff	0	0	0	0	0	0
<b>Total</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>

By way of comparison, Eastern's instructional faculty are currently 3.73% African American, 0.18% American Indian, 3.55% Asian/Pacific Islander, 0.89% Hispanic and 91.65% White/Non-Hispanic. Eastern's faculty chair positions are currently 0.0% African American, 2.94% American Indian, 0.0% Asian/Pacific Islander, 2.94% Hispanic and 94.12% White/Non-Hispanic. (The above numbers are reflective of the demographics of incumbent faculty at Eastern Kentucky University as of December 31, 2003.)

**Student Information**

While Eastern Kentucky University places a strong emphasis on the equitable awarding of endowed scholarship funds, the majority of recipients of funds from endowed scholarships created or expanded by the endowment match program are white, non-Hispanic with fairly even distribution among males and females. The following table reflects the collective demographics of the above-discussed recipients.

**Gender and \*Race of Undergraduate Endowed Scholarship Recipients  
As of June 30, 2003**

	<u>White</u>	<u>African American</u>	<u>Amer. Indian</u>	<u>Asian</u>	<u>Hispanic</u>	<u>Total</u>
Male	13	1	0	1	0	15

Female	19	0	0	1	0	20
Total	32	1	0	2	0	35

\*Please note that a recipient's race is self reported by each respective recipient. If no race is reported, the default category is white, non-Hispanic.

By way of comparison, Eastern's full-time undergraduate student enrollment is 40.88% male and 59.12% female. (Enrollment numbers pertaining to gender are numbers reported by Eastern's Division of Institutional Research for 2002.) Likewise, the ethnicity of Eastern's undergraduate student enrollment reflects 4.0% African American, 0.3% American Indian (or Alaskan Native), 1.0% Asian (or Pacific Islander), 0.6% Hispanic and 90.0% White/Non-Hispanic. (Enrollment numbers pertaining to ethnicity are numbers reported as a part of Eastern's Demographic Profile as of August, 2003.)

## II. Definitions

### Match Program Diversity: Faculty

As reflected above, two-thirds of our endowed faculty positions, which have been created or expanded by endowment matching funds, are filled by females and one-third by males. As such, the positions funded in part by endowment matching funds are more gender diverse than the overall gender diversity for faculty chairs at Eastern Kentucky University, and the female faculty percentage significantly higher than the overall gender diversity of instructional faculty.

In addition, as is also reflected above, all of the endowed positions which have been funded, in part, by the endowment match program are currently filled by White/Non-Hispanic faculty members. By comparison, 5.88% of faculty chair positions are filled by minorities while 8.35% of instructional faculty positions are filled by minorities. As will be stated below, Eastern's target objective is to strive to have the ethnic diversity of the endowment match program funded positions meet or exceed the level of ethnic diversity in, first, Eastern's faculty chair positions and then, hopefully, that of Eastern's instructional faculty positions, subject to the general provisions regarding objectives stated below.

Admittedly the number of endowed faculty positions funded, in part, by the endowment match program is small in comparison to the total number of university faculty positions. As Eastern strives to increase its number of endowed positions, Eastern must continue with the objective of striving to meet or exceed the overall diversity of the university's faculty, subject to the general provisions regarding objectives stated below.

### Match Program Diversity: Students

As reflected above, 57.14% of students receiving scholarships funded, in part, by endowment match funds are female while 42.86% of said students are male. This is essentially the same ratio as that of the overall full-time student population with 59.12% of full-time students being female while 40.88% are male. As will be stated below, Eastern's target objective is to strive to maintain the same level of diversity in its endowment match funded scholarship recipients as is reflected in that of Eastern's full-time student population, subject to the general provisions regarding objectives stated below.

In addition, as is reflected above, the ethnic diversity of students receiving scholarships funded, in part, by endowment match funds is essentially the same ratio as that of the overall full-time student population. The percentage of White/Non-Hispanic students is 90.0% for the overall full-time student population and 91.42% for those students benefiting from the endowment match program. The same is true for the percentage of Hispanic and American Indian students with the overall full-time student population being minimally higher than that of the students benefiting from the endowment match program.

The percentage of African American is slightly lower for students benefiting from the endowment match program than that of the overall full-time student population, with 4.0% overall as compared to 2.86% endowment match funded scholarships. However, the percentage of Asian students benefiting from the endowment matching fund program is slightly higher than that of the overall full-time student population, with only 1.0% overall as compared to 5.71% for the endowment match funded scholarships.

As is the case with gender diversity, Eastern's target objective is to strive to maintain the same level of ethnic diversity in its endowment match funded scholarship recipients as is reflected in that of Eastern's full-time student population, subject to the general provisions regarding objectives stated below.

### **III. Objectives**

#### **General Provisions**

The target objectives stated herein are merely goals and are not quotas, nor are they intended to be quotas. The objectives do not permit Eastern Kentucky University to give preference to any person in any action, employment or otherwise, on the basis of race, color, religion, gender, national origin, veteran status, or disability status.

Objectives are not intended to produce proportional representation or equal representation among groups of people. Rather, the objectives herein seek to establish representation percentages at least equal to the availability percentages for females, minorities and African Americans in each job group, as the objectives relate to faculty positions, and in the each group of qualified applicants for each specific endowed scholarship fund.

#### **Match Program Diversity Objectives: Faculty**

As is addressed above, and as is reflected in the above-discussed demographic percentages, Eastern's target objective is to strive to have the gender and ethnic diversity of the endowment match program funded positions meet or exceed the level of gender and ethnic diversity of, first, Eastern's faculty chair positions and then, hopefully, that of Eastern's instructional faculty positions, subject to the above general provisions regarding target objectives.

Admittedly the number of endowed faculty positions funded, in part, by the endowment match program is small in comparison to the total number of university faculty positions. As Eastern strives to increase its number of endowed positions, Eastern must continue to strive to meet or exceed the overall diversity of the university's faculty, subject to the above general provisions regarding target objectives.

#### **Match Program Diversity Objectives: Students**

As is addressed above, and as is reflected in the above-discussed demographic percentages, Eastern's target objective is to strive to maintain the same level of diversity in its endowment match funded scholarship recipients as is reflected in that of Eastern's full-time student population, subject to the above general provisions regarding target objectives.

#### **IV. Strategies and Costs**

Eastern's Diversity Plan regarding the funds which have been received as a part of the endowment match fund program is but a small component of the collective diversity planning for the University. Eastern's University Diversity Office has and continues to invest considerable time, effort and resources to promote a climate at Eastern Kentucky University which respects and celebrates diversity. Strategies, and any necessary costs, are considered to be a part of and are entirely consistent with the initiatives and efforts of Eastern's University Diversity Office as it strives to promote diversity not only in regards to faculty positions and scholarship recipients, but throughout all aspects of the University's programs and services.

Should you have any questions concerning the information herein, please contact Eastern Kentucky University's Division of University Development at 324 Jones Building, CPO 19A, 521 Lancaster Avenue, Richmond, Kentucky 40475 or by phone at (859) 622-1583.

## Kentucky State University

### Diversity Plan for the Use of Match Program Funds

#### I. Assessment

##### A. Faculty and Staff

###### 1. Gender of match program faculty and staff.

Since the endowment programs established by the Matching Gift program have not been fully vested, as of this date no expenditures have been made from the endowment fund accounts.

###### 2. Gender of faculty and staff in overall University population.

Female:	51.0%
Male:	49.0%

###### 3. Race of match program faculty and staff.

Since the endowment programs established by the Matching Gift program have not been fully vested, as of this date no expenditures have been made from the endowment fund accounts.

###### 4. Race of faculty and staff in overall University population.

African American:	50.9%
Caucasian:	46.7%
Asian:	2.1%
Hispanic:	0.3%

##### B. Financial Aid Recipients

###### 1. Gender of match program financial aid recipients.

Since scholarship accounts created by the Matching Gift program have had insufficient time to accumulate meaningful interest earnings, as of this date no expenditures have been made from the endowment scholarship fund accounts.

###### 2. Gender of financial aid recipients in overall University population.

Female:	55.5%
Male:	37.8%

### 3. Race of match program financial aid recipients.

Since scholarship accounts created by the Matching Gift program have had insufficient time to accumulate meaningful interest earnings, as of this date no expenditures have been made from the endowment scholarship fund accounts.

### 4. Race of financial aid recipients in overall University population.

African American:	74.5%
Caucasian:	24.5%

## II. Definition

As of June 30, 2003, 41.5% of all full-time faculty employed by Kentucky State University were women. Kentucky State considers a target of 40% of match program faculty to be a reasonable target among its match program faculty. This will maintain the same gender diversity among match program faculty as exists among all faculty members on the University's campus.

As of June 30, 2003, 40.8% of all full-time faculty employed by Kentucky State University were considered to be from racial minority groups (African Americans, Hispanics, Asians, and Others). Kentucky State considers a target of 50% to be a reasonable target among its match program faculty. This will maintain the University's goal to continue to be one of the most racially diverse of Kentucky's public higher education institutions.

During the Fall 2003 Semester, 61.8% of the University's student body was female. Kentucky State considers a target of 60.0% for female recipients of match program scholarship funds to be reasonable. This will mirror the University's student body as a whole.

During the Fall 2003 Semester, 68.0% of the University's student body was represented by minority students (African Americans, Hispanics, Asians, and Others). Kentucky State considers a target of 75.0% for minority recipients of match program scholarship funds to be reasonable. This will generally mirror the University's financial aid student profile.

## III. Objectives

- |   |     |
|---|-----|
| A. Objective for gender diversity among match program faculty:                  | 40% |
| B. Objective for racial diversity among match program faculty:                  | 50% |
| C. Objective for gender diversity among match program financial aid recipients: | 60% |

D. Objective for racial diversity among match program financial aid recipients: 75%

#### IV. Strategies

Kentucky State University is considered one of the most racially diverse of Kentucky's eight public higher education institutions. In this regard, the University has a long history of attracting minority faculty members and minority students to its campus. The strategies and tools that the University has utilized for many years will continue to be implemented, and strengthened if need be, in order to maintain and/or to achieve its stated diversity objectives for its match program funds.

#### V. Cost

No additional costs for implementing the University's diversity strategies are anticipated.



## Morehead State University Endowment Match Program Diversity Plan

### ASSESSMENT:

The following two tables show the status of program diversity at Morehead State University as of June 30, 2003. It should be noted that the data is as measured in the fall semester of academic year 2002-2003 which represents the recognized, official data as of June 30, 2003, for reporting purposes for CPE, IPEDS, and other annual report requirements.

#### Faculty & Endowment Match Program

	<i>Fall 2002 Total</i>	<i>% of Total</i>	<i>No. Female</i>	<i>% Female</i>	<i>No. Afr-Amer</i>	<i>% Afr-Amer</i>
All Faculty	356	100.0%	146	41.0%	7	2.0%
Endowment Match Faculty	4		1	25.0%	0	0.0%

For the reporting period, only four professorship endowments had accumulated sufficient principal to support an award. The four faculty position awards represent 1.1% of the University's faculty for 2002/2003.

There are no endowments for staff positions at the University.

#### Scholarships & Assistantships & Endowment Match Program

	<i>Fall 2002 Total</i>	<i>% of Total</i>	<i>No. Female</i>	<i>% Female</i>	<i>No. Afr-Amer</i>	<i>% Afr-Amer</i>
Undergraduate Enrollment	7,705	100.0%	4,633	60.1%	285	3.7%
All Scholarships	3,949	51.3%	2,438	61.7%	129	3.3%
Endow Match Scholarships	15		12	80.0%	0	0.0%

Graduate Enrollment	1,685	100.0%	1,154	68.5%	14	0.8%
Full-Time	297	17.6%	170	57.2%	14	5.2%
All Assistantships	77	4.6%	45	58.4%	4	5.2%
Endow. Match Assistantships	1		0	0.0%	0	0.0%

A total of 15 Endowment Match Program funded undergraduate student scholarships have been awarded by the University. Those 15 represent only 3.8% of the total 3,949

institution-based scholarships that were awarded in 2002/2003. Of the 15 scholarships, 12 went to females who comprised 61.7% of the total undergraduate enrollment. While there were no awards from the 15 Endowment Match Program scholarships made to African-American students, for 2002/2003, 129 other scholarship awards were made to the total 285 African-American undergraduate students at the University last year.

There was only one graduate assistantship awarded in 2002/2003 with funding from the Endowment Match Program. The award was made to a white, male graduate student.

## **DEFINITIONS & OBJECTIVES:**

This section of the plan examines the reasonable levels of gender and racial diversity that should be attained by the University in the awarding of endowed scholarships, assistantships, and chairs/professorships funded in part through the CPE Endowment Match Program.

### *Reasonable Level of Gender Diversity Among Match Program Faculty*

The University has demonstrated its commitment to increasing the number and proportion of female faculty over the past several years. Over the past four years, the number and percent of female faculty has risen significantly from 114 up to 146 and increasing in proportion from 35.6% to 41.4% of the total faculty. It would be reasonable to strive to have at least 40% of any available endowed faculty positions to be filled by females.

### *Reasonable level of Racial Diversity Among Match Program Faculty*

The University has a never-ending challenge in its efforts to recruit and retain African-American faculty members. For 2002/2003, the University has seven African-American faculty members representing 2.0% of the total faculty. Consistent with the small numbers involved, it would be reasonable to secure at least one minority faculty member in an endowed faculty position.

### *Reasonable Level of Gender Diversity Among Match Program Scholarships and Assistantships*

Considering that the total undergraduate student enrollment has been approximately 60% female over the past several years, it would be reasonable to expect that 60% of the Endowment Match Program scholarships be awarded to female undergraduate students.

Assistantships are only awarded to full-time graduate students. An examination of full-time graduate enrollment shows that almost 60% have been female students over the past several years. Therefore, it would be reasonable that 60% of the Endowment Match Program assistantships be awarded to female graduate students.

### *Reasonable Level of Racial Diversity Among match Program Scholarships and Assistantships*

For the past several years, three to four percent of our undergraduate enrollment has been African-American and approximately 4% of full-time graduate students are African-American. In order to maximize the impact of being able to offer endowed scholarships or assistantships when recruiting racial-minority students, it would be reasonable and most productive to establish the number of endowed scholarships and assistantships at a level exceeding the current enrollment levels of African-American students.

## **OBJECTIVES:**

Based on the examination of current data and the descriptions presented in the previous section. The following table presents the objectives for the University. It must be noted that the objectives for all endowments are based on assumption that the state will continue to fully fund the Endowment Match Program.

### Objectives For Endowment Match Program – Diversity

	<i>Current*</i>	<i>Objective 2007/2008</i>
Faculty Endowments	4	10
Gender Diversity	1	4
Racial Diversity	0	2
Endowed Scholarships	15	25
Gender Diversity	12	15
Racial Diversity	0	4
Endowed Assistantships	1	5
Gender Diversity	0	3
Racial Diversity	0	1

\*As of June 30, 2003.

## **STRATEGIES:**

There are a variety of initiatives and strategies that the University has already implemented or will be implementing to enable the University to meet the objectives identified above:

- Through the annual programs and events sponsored by the Southern Region Education Board and other higher education organizations, the University is very actively engaged in recruiting African-American faculty members and graduate students.

- Funds have been placed in the current budget to fully fund five graduate assistantships that are reserved for African-American graduate students.
- The objectives identified in this plan will be included in the University's strategic plan goals and objectives and annual EEO objectives.
- Establishment of the Minority Recruitment and Marketing Task Force has resulted in:
  - Development of marketing materials and strategies targeting African-American potential students
  - Focusing stronger efforts on college fairs
  - Providing scholarships dedicated to attracting students involved in the Black Achievers Programs in Lexington and Louisville.
- Maintaining the appreciable progress made in the past four years in attracting greater numbers of female faculty members.

## ENDOWMENT MATCH PROGRAM

### DIVERSITY PLAN – MURRAY STATE UNIVERSITY

#### FACULTY

##### Assessment

As of June 30, 2003, Murray State University had two endowed chairs and four professorships that were created as a result of the Regional University Endowment Trust Fund (RUETF). None of the Chairs or Professorships had been filled at that date, but the Arthur J. Bauernfeind Chair in Business was filled on August 15, 2003, by a white male. Table 1, which follows, shows the current ethnic/gender demographic profile of full-time faculty at Murray State University.

**Table 1**  
**Profile of Faculty by Gender and Race**  
**As of June 30, 2003**

	No. of Full-Time	Percent of Total
<b>Race</b>		
Male	270	62.79%
Female	160	37.21%
Total	430	100.00%
<b>Ethnicity</b>		
White, Non-Hispanic	397	92.33%
Black	14	3.26%
Hispanic (Non-White)	5	1.16%
Asian/Pacific Islander	14	3.26%
American Indian/Alaskan Native	0	0.00%
Total	430	100.00%

##### Definition

Based on the University's gender/ethnicity profile and the number of endowed chairs and professorships established through the RUETF program, a reasonable level of gender ethnicity would be a total of two female faculty occupying an endowed chair and/or a professorship. A reasonable level of racial diversity would be one African American or other underrepresented minority faculty member occupying an endowed chair or a professorship. As the diversity plan matures over time, the gender/ethnicity profile may be refined by assessing the available pools of qualified female/minority candidates in

each of the academic disciplines represented by the endowments. It is the feeling of the Committee developing Murray State's Diversity Plan that this would be a more valid measure of reasonable levels of diversity.

### **Objectives**

With Murray State's remaining unfilled endowed chair only having had funding available for investment for less than half a year and the professorships having average accumulated earnings of \$14,632 as of June 30, 2003, filling these positions has been delayed pending the accumulation of sufficient funding levels to attract suitable candidates and satisfy the requirements of the endowments. The overall objective for the program is to have all these positions filled by fiscal year end 2007-08.

Based on the definition of reasonable diversity articulated in the preceding section, Murray State actively seeks to increase the proportion of women occupying endowed chair and endowed professorship positions to 33% by fiscal year 2007-08 and the proportion of African American and/or other underrepresented minorities to 17% by fiscal year 2007-08.

### **Strategies**

Murray State has and will implement a number of strategies to accomplish the above objectives.

#### **Advertising Strategies**

- The University will place advertisements for faculty openings in the *Chronicle of Higher Education* (a minimum of six block advertisements per academic year which predominantly identifies Murray State University).
- The University will place selective advertisements in *Black issues in Higher Education*.
- The University will continue to post to the *Chronicle's* Job-Web Listings which provides an in-depth university profile with multiple university linkages along with a 30-day listing of every open position.
- The University will post all position openings to HigherEdJobs.com listings.
- The University will place advertisements on America's Job Bank as well as on the University Human Resources page.
- Professional contacts will be made to identify candidates with the requisite skills from a particular discipline that might not ordinarily consider higher education.

#### **Additional Communication Strategies**

- All university procedures to hire including affirmative action and equal opportunity directives must be followed to fill these vacancies. For each endowed chair or professorship opening, an evaluation will be conducted to determine the level of diversity present in the qualified pool of candidates. This evaluation will

be completed to determine if re-advertising and/or other recruitment activities must occur before the position is filled.

- The University will continue to purchase the Minority and Women Doctoral Directory (or another directory of similar quality) and with each faculty vacancy will make available the appropriate section to the respective search committees and/or dean/chair to use in sending personal letters to these respective individuals along with a printed copy of the faculty vacancy.
- All African-American candidates will be linked with the Office of Equal Opportunity during the interview process. Included in this link will be exposure to other African-American faculty, staff and students.
- The University will continue to provide *Black Issues in Higher Education* to its administrative staff as well as all academic colleges and the School of Agriculture.

#### **"Grow Our Own" Strategy**

- The Deans' Offices will work with the Provost's office in providing assistance to current MSU minority and women faculty/staff in working toward master's degree and doctoral degree completion (i.e., "grow your own" strategy).

#### **Developing Partnerships and Networking Strategies**

- University personnel will continue to participate in regional/national conferences on diversity.
- The University will tie into the resources of the Southern Regional Education Board (SREB) to identify doctoral candidates.
- The University will gather information and compile resources to target other universities with high populations of African American and other minority students.

#### **Costs**

Incremental costs associated with these initiatives would come primarily in specialized job advertisements and subscriptions and for the time horizon determined in the Objectives for this program would amount to approximately \$10,100 assuming current rates.

Specific Job Advertisements in the Chronicle of Higher Education	2,700
Job Advertisements in Black Issues in Higher Education	3,400
Travel and Associated Costs for Diversity Conferences	4,000
Total	\$10,100

## FINANCIAL AID

### Assessment

As of June 30, 2003, Murray State University had five endowed scholarships funded from the RUETF state matching program. It was decided that gender/race profiles of the student population at large, those students receiving scholarships and those students receiving RUETF endowed scholarships would be a useful starting point for determining reasonable diversity levels for scholarship awards and for setting objectives and strategies for successfully attaining these levels. The three different gender/race profiles are given in the three tables that follow.

<b>Gender</b>		
Male	3,996	39.56%
Female	6,104	60.44%
<b>Total</b>	<b>10,100</b>	<b>100.00%</b>
<b>Race</b>		
White, Non-Hispanic	8,863	87.75%
Black	630	6.24%
Hispanic (Non-White)	77	0.76%
Asian/Pacific Islander	83	0.82%
American Indian/Alaskan Native	51	0.50%
Non-Resident Alien	316	3.13%
Unknown	80	0.79%
<b>Total</b>	<b>10,100</b>	<b>100.00%</b>

**Table 3**  
**Gender/Race Profile of Scholarship Awards by Individual Student**  
**As of June 30, 2003**

<b>Race</b>	<b>Male</b>	<b>Perctg.</b>	<b>Female</b>	<b>Perctg.</b>	<b>Total</b>	<b>Perctg.</b>
White, Non-Hispanic	777	86.53%	1,327	86.51%	2,104	86.51%
Black	55	6.12%	83	5.41%	138	5.67%
Hispanic (Non-White)	5	0.56%	11	0.72%	16	0.66%
Asian/Pacific Islander	8	0.89%	18	1.17%	26	1.07%
American Indian/Alaskan Native	0	0.00%	0	0.00%	0	0.00%
Other	53	5.90%	95	6.19%	148	6.09%
<b>Total</b>	<b>898</b>	<b>100.00%</b>	<b>1,534</b>	<b>100.00%</b>	<b>2,432</b>	<b>100.00%</b>
Percentage by Gender		36.92%		63.08%		100.00%



**Table 4**  
**Gender/Race Profile of RUETF Endowment Scholarship Awards**  
**As of June 30, 2003**

<b>Race</b>	<b>Male</b>	<b>Perctg.</b>	<b>Female</b>	<b>Perctg.</b>	<b>Total</b>	<b>Perctg.</b>
White, Non-Hispanic	103	97.17%	237	98.34%	340	97.98%
Black	3	2.83%	0	0.00%	3	0.86%
Hispanic (Non-White)	0	0.00%	2	0.83%	2	0.58%
Asian/Pacific Islander	0	0.00%	2	0.83%	2	0.58%
American Indian/Alaskan Native	0	0.00%	0	0.00%	0	0.00%
<b>Total</b>	<b>106</b>	<b>100.00%</b>	<b>241</b>	<b>100.00%</b>	<b>347</b>	<b>100.00%</b>
<b>Perc. by Total Gender</b>		<b>30.55%</b>		<b>69.45%</b>		<b>100.00%</b>

### **Definition**

A reasonable level of gender diversity in the awarding of scholarships would be to reflect the gender profile of the current student body which is 39.56% male and 60.44% female as indicated in Table 2. Likewise, a minimum reasonable level of racial diversity in the awarding of scholarships should also mirror the student body profile presented in Table 2.

### **Objectives**

Table 4 demonstrates that the proportions of RUETF endowed scholarships awarded to females (69.45%) is greater than the percentage of females comprising the student body (60.44%) and even greater than the overall percentage awarded of (63.08%) (Table 3). Since a reasonable level of gender diversity in the awarding of scholarships as defined above is actually being exceeded, the objective is to continue to monitor this datum to assure that a reasonable level continues to be maintained.

Table 3 indicates that the overall awarding of scholarships fairly closely approximates the student body racial diversity profile, although the awards to Black students are slightly less than .5% compared to the overall student body mix. However, the percentage of RUETF endowed scholarship awards to Blacks is substantially less than the percentage of Blacks in the overall student body as well as the overall percentage of scholarship awards to Blacks.

The racial diversity objective is, therefore, to increase the number of RUETF scholarship awards to African-Americans to at least equal the percentage of Blacks comprising the student body by the end of fiscal year 2007-08.

## **Strategies**

The University will work with donors to make the conditions of eligibility more flexible in awarding scholarships. This will allow the institution to award these scholarships to a more diverse student body. For example, one of the RUETF endowed scholarships stipulates that awards can only go to graduates from accredited high schools in Calloway County.

The University Scholarship Office will proactively coordinate with the following individuals to identify African Americans who can qualify for RUETF endowed scholarships:

- The Assistant Vice President for Student Affairs who also administers financial aid to minority students.
- The Teacher Quality Institute's Coordinator for Minority Recruitment and Retention.
- The Assistant Director of School Relations for African American Recruitment.

Through the efforts of the University's School Relations and Scholarship offices, a new Impact Award Process has been implemented. All admissions counselors are empowered to offer preliminary scholarships to eligible Kentucky African-American students. Counselors come into contact with many outstanding students during school visits. A Murray State University admissions counselor can verify a student's academic credentials with the school counselor and provide him or her with an official document that offers a particular scholarship award contingent upon completion of the application process and maintenance of the student's current academic performance level. This is an excellent recruitment tool and allows students to be aware of their options sooner. To the extent that donor stipulations allow, the RUETF endowed scholarships will be integrated into this recruitment effort.

This collaboration will produce positive synergies as the increased availability of scholarships should help further the University's efforts in recruiting and retaining minority students while inclusion of the RUETF endowed scholarships in these focused recruitment and retention efforts should better allocate endowed scholarship awards in accordance with the University's racial diversity objectives as detailed above.

## **Costs**

The primary additional cost to these activities will be the increased time dedicated to these efforts by the key individuals involved in the collaborative effort described above.

## Northern Kentucky University's Endowment Match Program Diversity Plan

### I. ASSESSMENT OF CURRENT LEVEL OF PROGRAM DIVERSITY

#### A. Faculty and Staff

Table 1: Positions Funded by Endowment Match Program by Race and Gender as of June 30, 2003

Position	Total	Total Male	Total Female	White	Black	Male Asian	Nat. Amer.	Hisp./ Latino	White	Black	Female Asian	Nat. Amer.	Hisp./ Latino
Chairs	0	0	0	0	0	0	0	0	0	0	0	0	0
Professors	2	1	1	1	0	0	0	0	1	0	0	0	0
Total	2	1	1	1	0	0	0	0	1	0	0	0	0
Percent	100%	50%	50%	50%	0%	0%	0%	0%	50%	0%	0%	0%	0%

Table 2: Race and Gender of Full-time Faculty in Overall University (As of Fall 2002)

	Total	Total Male	Total Non-Res Alien	Total Female	White	Black	Male Asian	Nat. Amer.	Hisp./ Latino	White	Black	Female Asian	Nat. Amer.	Hisp./ Latino
Total	505	277	8	228	240	13	13	0	5	199	13	13	0	1
%	100%	54.8%	1.5%	45.1%	47.5%	2.5%	2.5%	0.0%	.99%	39.4%	2.5%	2.5%	0.0%	.19%

#### B. Financial Aid Recipients

### II. DEFINITION OF REASONABLE LEVELS OF DIVERSITY

#### A. Reasonable Level of Gender Diversity Among Match Program Faculty

As of June 30, 2003 50% of the endowed faculty positions funded through the Endowment Match Program were held by women and 50% were held by men. During the same period, 45.1% of the full-time faculty of the University were female, while nationally, according to the National Center for Education Statistics's *Digest of Education Statistics* 2002 report, only 37.2% of full-time faculty positions are held by women. Given its record of success in achieving gender diversity among the Match Program position holders and the University as a whole, the University believes a reasonable target for the proportion of women occupying such positions is 50%.

## B. Reasonable Level of Racial diversity among Match Program Faculty

As of June 30, 2003, both of the faculty holding Match Program positions were white, while the full-time faculty overall was 5.1% African-American, 5.1% Asian/Pacific Islander, 1.2% Hispanic/Latino, and 86.9% white. Minorities in aggregate comprised 11.4% of the total and non-resident aliens were represented at a rate of 1.5%. No Native American faculty were identified. At the same time, according to the National Center for Education Statistics's *Digest of Education Statistics*, nationally the pool of full-time postsecondary faculty was 82.7% White non-Hispanic, 4.9% Black non-Hispanic, 2.7% Hispanic, 5.7% Asian or Pacific Islander, and .43% American Indian/Alaskan Native. Minorities in aggregate comprised 14.4% of the total. As national statistics on postsecondary diversity are largely the standard by which the University establishes its EEO objectives, and, in this case, as they generally exceed institutional diversity statistics, the University believes that they serve as the most reasonable target for racial diversity among Match Program faculty.

## C. Objectives for Gender Diversity among Match Program Financial Aid Recipients

In spring of 2003, the ratio of males and females among all full-time degree-seeking students was 42.4% and 57.6% respectively and the gender ratio of scholarship recipient's university-wide approximated those proportions with males receiving 40% and females, 60%, of scholarships. The gender diversity of the Endowment Match funded scholarship recipients of who 44% are male and 56% are female, are very closely in line with those statistics. The University believes that the Endowment Match scholarship allocations, like all its scholarship allocations, should continue to mirror enrollment.

## D. Objectives for Racial Diversity among Match Program Financial Aid Recipients

Northern Kentucky University believes it is reasonable to expect that the diversity of Endowment Match scholarship recipients would mirror the proportions of white and ethnic minority students among all full-time degree-seeking students by fiscal year end 2007-2008.

Table 3: Race and Gender of Endowment Match Scholarships Recipients (As of Fall 2002)

	Total	Total Male	Total Non-Res Alien	Total Female	White	Black	Male Asian	Nat. Amer.	Hisp/Latino	White	Black	Female Asian	Nat. Amer.	Hisp/Latino
Total	55	24*	6*	31**	19	0	1	0	0	26	0	0	0	0
%	100%	43.6%	10.9%	56.3%	34.5%	0%	1.8%	0%	0%	47.2%	0%	0%	0%	0%

\*Of the Non-Resident Aliens - 4 are male and 2 are female

\*\*Not all recipients reported their race

NKU currently budgets \$488,700 specifically for minority students.

Table 4: Scholarship Recipients Within the Overall University Population (Fall 2001 thru Summer 2002)

	Total	Total Male	Total Non-Res Alien	Total Female	White	Black	Male Asian	Nat. Amer.	Hisp./ Latino	White	Black	Female Asian	Nat. Amer.	Hisp./ Latino
Total	980	388	16	592	333	22	1	1	2	491	59	9	4	3
%	100%	39.6%	1.6%	60.4%	33.98%	2.24%	.10%	.10%	.2%	50.1%	6.02%	.92%	.41%	.31%

NOTE: Not all recipients reported their race.

### III. OBJECTIVES

A. On the basis of reasonable definitions of diversity, Northern Kentucky University seeks to maintain the proportion of women holding Endowment Match Program positions at 50% by fiscal year end 2007-2008.

B. Using the latest data from the National Center for Education Statistics as the standard, the University seeks to bring the proportion of minorities in Match Program positions to 14.4%, reflecting individual goals of 4.9% for Black non-Hispanics, 2.7% Hispanics, 5.7% Asian or Pacific Islanders, and .43% American Indian/Alaskan Natives, by fiscal year end 2007-2008.

C. A reasonable diversity objective for the University's Endowment Match Program scholarship allocations is equal to the proportion of males and females among all full-time degree-seeking students: 42.4% males and 57.6% females this should be able to be achieved by year end 2007-2008.

D. A reasonable diversity objective for the University's Endowment Match Program scholarship allocations is equal to the proportion of white and ethnic minority students among all full-time degree-seeking students: 92.6% White, 5.4% Black, .85% Asian, .2% Native American, and .86% Hispanic/Latino this should be able to be achieved by year end 2007-2008.

### IV. STRATEGIES

A. The University will seek to reach its objectives for faculty diversity within Match Program positions, by continuing to employ the following creative strategies already in place:

1. The Division of Academic Affairs has distributed hiring guidelines, AHiring for Diversity, to all academic departments to instruct them in the proper use of University employment policies and procedures and in the use of affirmative recruitment and hiring principles.
2. Special efforts will continue to be made to include minority and female employees as well as members of the Affirmative Action Committee on all faculty hiring committees.
3. Individual minority and female employees and the Black Faculty and Staff Association as a whole are encouraged to nominate or refer potential applicants for faculty openings.
4. The Director of the Office of Affirmative Action meets with every faculty search committee to advise them of the University's equal opportunity program and of creative strategies for the recruitment of women and minority faculty.

5. All faculty search committees are required to submit to the Office of Affirmative Action an Affirmative Action Requisition Form, documenting the recruitment area of the search, qualifications sought, specific efforts which will be employed to attract women and minorities to the pool and the proposed job advertisement (see Appendix D).
  6. All requests to hire regular faculty must be submitted through an Affirmative Action Hiring Form, documenting the rationale for the selection, and be approved by the department head, dean, Director of Affirmative Action, and the Office of Provost and Vice President for Academic Affairs.
  7. When appropriate faculty position openings are advertised in national publications that target minority readers, such as *Black Issues in Higher Education*. In addition, they are routinely advertised in national publications such as the *Chronicle On Higher Education*.
  8. Faculty search committees have access to two national online directories through the *CIC Directory of Minority Ph.D. and M.F.A. Candidates and Recipients* and the National Minority Faculty ID Program, as well as to the *Minority and Women=s Doctoral Directory*, which allow them to screen the resumes of minority and female graduate degree candidates and recipients and thereby identify potential candidates.
  9. To enhance the University=s access to a pool of well qualified minority faculty applicants the University has made a recurring budgetary commitment to participate in the Southern Regional Education Board=s Compact for Faculty Diversity, and to sponsor doctoral students who aspire to teach on the postsecondary level.
  10. The University=s Authorized Priority Hire Policy, implemented by the Office of Provost and Vice President for Academic Affairs, represents an effort to increase the utilization of minority and women faculty in those job groups where they are underutilized. The policy permits academic departments to offer, without the benefit of a search, a tenure-track faculty appointment to individuals who have otherwise demonstrated outstanding qualifications to teach at the University.
  11. The Office of the Vice President for Academic Affairs and Provost maintains a funding pool with which to augment faculty salaries for recruitment purposes, in addition to a budget pool to enable academic departments to take advantage of targeted hiring opportunities.
- B. The University will seek to reach its objectives for diversity among Match Program Scholarship recipients by employing the following strategies:
1. The Office of Student Financial Assistance will promote these scholarships in the annual Scholarship/Award Booklet and the Admission View Book.
  2. The scholarships will appear on the Office of Student Financial Assistance Homepage.
  3. The Office of Admissions will continue to advertise the existence of all scholarship opportunities during their recruitment activities.
  4. The Office of African-American Student Affairs & Ethnic Services Office will continue to

actively encourage all students of color to explore and apply for institutional scholarships.

5. NKU will communicate these scholarships widely to both the internal and external communities.

#### V. COST

Cost associated with advertisements for each position will range from \$500 to \$800 depending on length of ad and how often it is posted. The publications to be used for advertisements are: Black Issues In Higher Education and The Chronicle of Higher Education.

Efforts to ensure that the Endowment Match scholarships are equitably awarded will not result in additional costs to the University.

**University of Kentucky**  
**Research Challenge Trust Fund (RCTF)**  
**2003 ENDOWMENT MATCH PROGRAM**  
**DIVERSITY PLAN**

In accordance with the Research Challenge Trust Fund (RCTF) Endowment Match Program Diversity Plan Guidelines and the Commonwealth of Kentucky's 2003 Budget Bill (HB 269), the University of Kentucky proposes the development and implementation of this plan to achieve reasonable diversity in the recruitment and retention of women, African Americans, and other underrepresented minorities for positions funded by the Endowment Match Program, including fellowships.

**I. ASSESSMENT**

As of June 30, 2003 the current level of program diversity comparing gender and race of Endowment Match Program faculty, staff, and fellowship recipients with those occupying similar positions or receiving awards in the University of Kentucky population is shown in the following tables.

**2002-2003**  
**Gender of Endowment Match Program Faculty**

	<u>Total</u>	<u>MALE</u>		<u>FEMALE</u>	
		<u>NUMBER</u>	<u>PERCENT</u>	<u>NUMBER</u>	<u>PERCENT</u>
RCTF FACULTY	129	106	82.2%	23	17.8%
UNIVERSITY TENURED FACULTY	1,222	924	75.6%	298	24.4%

Endowment Match Program faculty are 82.2 percent male, compared to 75.6 percent for the University of Kentucky tenured faculty as a whole. Endowment Match Program faculty are 17.8 percent female, compared to 24.4 percent for the University of Kentucky tenured faculty as a whole. Women faculty appointments in the Endowment Match Program are 6.6 percent below all University tenured female faculty.



**2002-2003**  
**Gender of Endowment Match Program Staff**

	<u>Total</u>	<u>MALE</u>		<u>FEMALE</u>	
		<u>NUMBER</u>	<u>PERCENT</u>	<u>NUMBER</u>	<u>PERCENT</u>
RCTF STAFF	249	132	53.0%	117	47.0%
UNIVERSITY STAFF	9,092	3,169	34.9%	5,923	65.1%

The data indicate Endowment Match Program staff are 53.0 percent male, 47.0 percent female. Overall University of Kentucky staff are 34.9 percent male, 65.1 percent female.

**2002-2003**  
**Race of Endowment Match Program Faculty**

	<u>TOTAL</u>	<u>WHITE</u>		<u>ALL MINORITIES</u>		<u>BLACK</u>	
		<u>NUMBER</u>	<u>PERCENT</u>	<u>NUMBER</u>	<u>PERCENT</u>	<u>NUMBER</u>	<u>PERCENT</u>
RCTF FACULTY	129	107	82.9%	22	17.1%	3	2.3%
UNIVERSITY TENURED FACULTY	1,222	1,086	88.9%	136	11.1%	44	3.6%

Endowment Match Program faculty by race comparison data are listed as white, all minorities, and black. Black faculty are also included in the all minorities data. The data indicate that the 129 Endowment Match Program Faculty are 82.9 percent white, 17.1 percent minority, and 2.3 percent black. This compares to 1,222 University tenured faculty that are 88.9 percent white, 11.1 percent minority, and 3.6 percent black.

**2002-2003**  
**Race of Endowment Match Program Staff**

	<u>TOTAL</u>	<u>WHITE</u>		<u>ALL MINORITIES</u>		<u>BLACK</u>	
		<u>NUMBER</u>	<u>PERCENT</u>	<u>NUMBER</u>	<u>PERCENT</u>	<u>NUMBER</u>	<u>PERCENT</u>
RCTF STAFF	249	187	75.1%	62	24.9%	15	6.0%
UNIVERSITY STAFF	9,092	7,758	85.3%	1,334	14.7%	1,053	11.6%

An assessment of Endowment Match Program staff by race compares RCTF staff with overall University of Kentucky staff. The data indicate RCTF staff are 75.1 percent white, 24.9 percent minority, and 6.0 percent black. This compares to overall University staff of 85.3 percent white, 14.7 percent minority, and 11.6 percent black.

**2002-2003**  
**Gender of Endowment Match Program Fellowship Recipients**

	<u>Total</u>	<u>MALE</u>		<u>FEMALE</u>	
		<u>NUMBER</u>	<u>PERCENT</u>	<u>NUMBER</u>	<u>PERCENT</u>
RCTF FELLOWSHIP RECIPIENTS	155	91	58.7%	64	41.3%
UNIVERSITY FELLOWSHIP RECIPIENTS	529	263	49.7%	266	50.3%

RCTF Endowment Match Program fellowship recipients by gender are 58.7 percent male and 41.3 percent female. This compares to all University of Kentucky fellowship recipients in RCTF academic disciplines that are 49.7 percent male and 50.3 percent female. The numbers indicate a greater proportion of RCTF financial aid recipients are male. This may be due partially to the fact that some non-RCTF fellowships are designated specifically for women which may result in a larger percentage of the available pool of female graduate students receiving those fellowships.

**2002-2003**  
**Race of the Endowment Match Program Fellowship Recipients**

	TOTAL	WHITE		ALL MINORITIES		BLACK		NOT SPECIFIED	
		NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
RCTF FELLOWSHIP RECIPIENTS	155	114	73.5%	41	26.5%	5	3.2%		
UNIVERSITY FELLOWSHIP RECIPIENTS	529	283	53.5%	136	25.7%	86	16.3%	110	20.8%

An assessment of Endowment Match Program fellowship recipients by race indicates 73.5 percent white, 26.5 percent minority, and 3.2 percent black. University of Kentucky fellowship recipients in RCTF academic disciplines are 53.5 percent white, 25.7 percent minority, and 16.3 percent black. The numbers indicate the greatest disparity being 13.1 percent fewer RCTF black fellowship recipients than University black fellowship recipients.

The disparity may be partially explained by the structure of the fellowships given by the Graduate School. The Office of Recruitment provides aid to graduate students from underrepresented areas with a focus on African American students. It is also important to note that enrollment figures for resident African American students show the University has surpassed its enrollment goal for graduate students. As of 2001-02, graduate enrollment of African American Kentucky residents was at 130 percent of the University's goal in the 1997-2002 Kentucky Plan for Equal Opportunities in Postsecondary Education.

## **II. DEFINITION**

### **Reasonable Level of Gender Diversity among Endowment Match Program Faculty**

As of June 30, 2003, 24.4 percent of all tenured faculty employed by the University of Kentucky were women. The proportion of women occupying endowed chairs and professorships funded through the Endowment Match Program was 17.8 percent. Based on these figures, the University of Kentucky considers a target of 24.4 percent female RCTF faculty to be a reasonable level of gender diversity among its Endowment Match Program faculty.

### **Reasonable level of Racial Diversity among Endowment Match Program Faculty**

As of June 30, 2003, 11.1 percent of all tenured faculty employed by the University of Kentucky are minority, including 3.6 percent black. The proportion of minorities

occupying endowed chairs and professorships funded through the Endowment Match Program is 17.1 percent minority, including 2.3 percent black. The University of Kentucky considers a target of 11.1 percent all minorities and 3.6 percent African American to be reasonable levels of racial diversity among Endowment Match Program faculty. Having surpassed the target for minorities by 6 percent, the University must focus on the underutilization of RCTF African American faculty.

#### **Reasonable level of Gender and Racial Diversity among Endowment Match Program Staff**

Gender and race of Endowment Match Program staff should be the same as the University of Kentucky goals established per job category. An analysis of overall staff does not provide detailed information related to the duties and level of responsibility employees perform. Thus, the University shall further analyze RCTF staff, and establish goals that are equivalent to actual University-wide diversity indicators per job category.

#### **Reasonable Level of Gender Diversity among Endowment Match Program Fellowship Recipients**

As of June 30, 2003, 50.3 percent of all University fellowship recipients in RCTF academic disciplines were female. The proportion of female Endowment Match Program fellowship recipients was 41.3 percent. Based on these figures, the University considers a target of 50.3 percent female to be a reasonable level of gender diversity among the Endowment Match Program fellowship recipients.

#### **Reasonable Level of Racial Diversity among Endowment Match Program Fellowship Recipients**

As of June 30, 2003, 16.3 percent of all University fellowship recipients in RCTF academic disciplines are black. The proportion of black Endowment Match Program Fellowship Recipients is only 3.2 percent. Based on the significant variance, the University must conduct further analysis of the RCTF-funded positions to determine a reasonable level of racial diversity among the Endowment Match Program fellowship recipients.

### **III. OBJECTIVE**

#### **Objective for Gender Diversity among Endowment Match Program Faculty**

The University of Kentucky actively seeks to make continuous progress toward increasing the proportion of women occupying endowed chair and endowed professorship positions funded through the Endowment Match Program from 17.8

percent in 2002-03 to 24.4 percent in 2006-07. This objective is consistent with the proportion of University of Kentucky tenured women faculty.

#### **Objective for Racial Diversity among Endowment Match Program Faculty**

The University of Kentucky actively seeks to make continuous progress toward increasing the proportion of African Americans occupying endowed chair and endowed professorship positions funded through the Endowment Match Program from 2.3 percent in 2002-03 to 3.6 percent in 2006-07. This objective for African American faculty is consistent with the proportion of University of Kentucky tenured African American faculty.

#### **Objective for Gender and Racial Diversity among Endowment Match Program Staff**

As previously stated, gender and race of Endowment Match Program staff should be consistent with the University's actual diversity ratios for each job category. The objective is to complete an in depth analysis of staff by job category and establish RCTF diversity goals for staff in 2003-04.

#### **Objective for Gender and Racial Diversity among Endowment Match Program Fellowship Recipients**

The gender and race of Endowment Match Program fellowship recipients should reflect the overall gender and race of Fellowship Recipients in RCTF specific academic disciplines. The goal is to make continuous progress in the proportion of women and African Americans receiving RCTF matching funds equivalent to the total University Fellowship Recipients in RCTF academic disciplines in 2006-07.

### **IV. STRATEGY**

The following Endowment Match Program Diversity Plan strategies will allow the University to attain its objectives:

**Strategy I:** Establish a Research Challenge Trust Fund Diversity Committee charged with implementing and monitoring the RCTF Diversity Plan. This committee shall provide annual updates of plan implementation to University officials, including an assessment of progress and initiatives for each goal.

**Strategy II:** In accordance with the UK Strategic Plan Goal V: *Nurture Diversity of Thought, Culture, Gender and Ethnicity*, the University will create a diverse, multicultural community of scholars and learners by ensuring adequate representation of women and minorities on faculty and student selection committees.

**Strategy III:** In accordance with the UK Strategic Plan Goal III: *Attract, Develop and Retain a Distinguished Faculty*, the University will increase the diversity of the applicant pool for faculty positions by publishing job announcements in media which target women and minorities.

**Strategy IV:** In accordance with the UK Strategic Plan Goal III: *Attract, Develop and Retain a Distinguished Faculty*, the University will develop and implement programs to recruit and retain women and minorities for endowed chair and professorship positions.

**Strategy V:** The University will conduct further analysis of RCTF staff positions for establishment of employment goals consistent with the University's overall diversity ratios per job category.

**Strategy VI:** Review the establishment of Endowment Match Program Fellowship goals based on gender and race in RCTF academic discipline areas.

**Strategy VII:** The University will work to identify the estimated annual cost of implementation of the 2003 Endowment Match Program Diversity Plan.

## V. CONCLUSION

The University of Kentucky 2003-2006 Strategic Plan identifies goals, objectives and key indicators to provide a blueprint for faculty, staff and administrators to follow as we strive to build one of the nation's 20 best public research universities. The integration of these goals and objectives are designed to form a complete picture of the University's plan for the future. As reflected in its vision, mission and values statement, the University values diversity of thought, culture, gender and ethnicity. The University proposes the development and implementation of this 2003 Endowment Match Program Diversity Plan to achieve reasonable diversity in recruitment and retention of women, African Americans and other underrepresented minorities.

**University of Louisville  
Endowment Match Program  
Diversity Plan  
(Revised February 27, 2004)**

In keeping with the stipulations of the Commonwealth of Kentucky's 2003 House Bill 269, the University of Louisville has developed the following diversity plan with specific strategies to achieve reasonable diversity in the recruitment and retention of women, African Americans and other underrepresented minorities for its Endowment Match Program.

**I. Assessment**

The assessment, based on data as of June 30, 2003, compares the race and gender of the faculty, staff and financial recipients in the match program with those in similar positions or receiving similar awards in the overall awards.

Table 1 highlights the gender of the faculty and staff incumbents and those supported by the Endowment Match Program. Twenty-five (25) individuals were hired to fill endowed chair positions. Twenty-two (22) are male and three are female. Moreover, two (2) individuals were hired for endowed professorships since the inception of the Endowment Match Program. One (1) is male and one (1) is female.

Since 1998 through June 30, 2003, a total of thirty-six (36) new faculty were hired under the auspices of the Endowment Match Program to support research efforts. Twenty-four (24) of those hired, or 66%, were male and twelve (12), or 34%, were female. These faculty positions are assistant or associate professors and are not endowed chairs themselves, but fall under the category of supporting research faculty funded from endowment funds. Of the one-hundred and twenty-seven (127) staff positions hired with the Endowment Match funds fifty-eight (58) or 45% are males and sixty-nine (69) or 54% are female.

**Table 1: Gender of Endowment Match Program  
Faculty and Staff  
As of June 30, 2003**

	<u>Male</u>	<u>Female</u>	<u>Total</u>
Chairs	22	3	25
Professorships	1	1	2
Support Research Faculty	24	12	36
Staff	<u>58</u>	<u>69</u>	<u>127</u>
<b>TOTAL</b>	105	85	190

Table 2 shows the gender of faculty and staff in the overall university population

**Table 2: Gender of Employees in Similar Positions  
In Overall University**

	<u>Male</u>	<u>Female</u>	<u>Total</u>
Chairs	38	9	47
Professorships	345	90	435
Support Research Faculty	3	7	10
Staff	<u>1075</u>	<u>1892</u>	<u>2967</u>
<b>TOTAL</b>	<b>1461</b>	<b>1998</b>	<b>3459</b>

When comparing the gender of employees in similar positions in the overall university, there is a marked improvement in all categories. In fact, there are more than twice the number of women (70%) than men in support research faculty positions. And women make up almost 2/3 (64%) of staff positions.

**Table 3: Race of Endowment Match Program  
Faculty and Staff  
As of June 30, 2003**

	<u>White</u>	<u>African American</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hispanic/ Latino</u>	<u>Total</u>
Chairs	21	1	0	2	1	25
Professorships	2	0	0	0	0	2
Support Research Faculty	20	1	0	13	2	36
Staff	<u>72</u>	<u>6</u>	<u>0</u>	<u>47</u>	<u>2</u>	<u>127</u>
<b>TOTAL</b>	<b>115</b>	<b>8</b>	<b>0</b>	<b>62</b>	<b>5</b>	<b>190</b>

Table 3 shows the ethnicity of employees hired using Endowment Match Program funds. One-hundred and fifteen (115) or 60% of the employees hired since 1998 are White, eight (8) are Black, sixty-two (62) are Asian, and five (5) are Hispanic.



Table 4 shows the race of employees in similar positions.

**Table 4: Race of Employees in Similar Positions  
In Overall University  
As of June 30, 2003**

	<u>White</u>	<u>African American</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hispanic/ Latino</u>	<u>Total</u>
Chairs	42	2	0	2	1	47
Professorships	371	14	1	39	10	435
Support Research Faculty	8	0	0	2	0	10
Staff	<u>234</u>	<u>19</u>	<u>10</u>	<u>141</u>	<u>8</u>	<u>412</u>
TOTAL	655	35	11	184	19	904

While there is no appreciable difference in the number of chairs for employees of color in similar positions in the overall university, there is a marked improvement in the number of professorships and staff. For example, almost 15% (14.7) of the professors are faculty of color and 43% of staff are racial minorities.

**Table 5: Gender and Race of Match Program Financial Aid Recipients  
For Awards Made During Fiscal 2002-2003**

	<u>White</u>	<u>African American</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hispanic/ Latino</u>	<u>Total</u>
<b>Scholarship Recipients</b>						
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
<u>Sub-total</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
<b>Fellowship Recipients</b>						
Male	12	1	0	12	0	25
Female	15	1	0	10	1	27
<u>Sub-total</u>	<u>27</u>	<u>2</u>	<u>0</u>	<u>22</u>	<u>1</u>	<u>52</u>
Total	27	2	0	22	1	52

This year, the number of minority students supported through the Endowment Match Program has increased. A total of fifty-two (52) students received fellowship awards that were funded with endowment proceeds (see Table 5). Twenty-five (25) of the fellowship recipients (or 48%) were minority students. During fiscal year 2002-03, UofL did not have any scholarships funded from the Endowment Match Program, other than graduate fellowships.

In regards to gender, out of the fifty-two (52) fellowship recipients, twenty-five (25) or 48% were male and twenty-seven (27) or 51% were female.

**Table 6: Gender and Race of Similar Financial Aid Recipients  
In Overall University  
For Awards Made During Fiscal 2002-2003**

	<u>White</u>	<u>African American</u>	<u>American Indian</u>	<u>Asian</u>	<u>Hispanic/ Latino</u>	<u>Total</u>
<b>Scholarship Recipients</b>						
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
<u>Sub-total</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
<b>Fellowship Recipients</b>						
Male	8	3	0	20	0	31
Female	16	3	0	8	6	33
Sub-total	24	6	0	28	6	64
Total	24	6	0	28	6	64

## II. Definition

Based on the assessment data, the following definitions are considered to be reasonable levels of racial and gender diversity for the Endowment Match Program.

**Reasonable Level of Gender in Match Program Faculty:** As of June 30, 2003, 22 percent of all full-time faculty employed at the University of Louisville were women. The number of women occupying endowed chairs or professorships in the Endowment Match Program was four (4). Based on these figures, UofL has set a target of 25 percent female

as being a reasonable level of gender diversity in the match program in order to be in line with the number of women faculty in the overall university population.

Reasonable Level of Racial Diversity in Match Program Faculty: As of June 30, 2003, five (5) percent of all full-time faculty employed at the University of Louisville were African American, 13 percent were Asian, two (2) percent were Hispanic/Latino, and .02 percent were American Indian to total 20.02% non-white. The number of African Americans occupying endowed chairs or professorships in the Endowment Match Program was one (1), and for other minorities it was three (3). Based on these figures, UofL has set a target of five (5) as being reasonable for African Americans and five (5) for other minorities as being a reasonable level of racial diversity. This would bring the racial diversity of African Americans and other underrepresented minorities more in line with the racial diversity in the overall university population.

Reasonable Level of Gender in Match Program Financial Aid Recipients: As of June 30, 2003, 60 of all fellowships awarded at the University of Louisville went to women. The number of fellowships awarded to women in the Endowment Match Program was 27. Based on these figures, the university will maintain its current target of 50 percent as being reasonable.

Reasonable Level of Racial Diversity in Match Program Financial Aid Recipients: As of June 30, 2003, eight (8) of all fellowships awarded in the University went to African Americans 73 went to Asians, seven (7) went to Hispanics, none to American Indians. The number of fellowships awarded to African Americans in the match program was two (2), Asians 22, Hispanics one (1), American Indians, 0. Based on these figures, the university has set a target of awarding five (5) to African Americans and 25 to other underrepresented minorities. This will bring the number of financial aid awards to African Americans and other underrepresented minorities more in line with that of the rest of the university.

### III. Objectives

The University of Louisville has set the following objectives to racial and gender diversity in its Endowment Match Program by the end of 2007-08 fiscal year.

- A. UofL actively seeks to increase the number of women occupying endowed chair and endowed professorships funded through the Endowment Match Program from four (4) in 2002-03 to eight (8) by the end of fiscal year 2007-08. Assuming that there will be 35 endowed chairs and professorships by 2008, this would equal 23%.
- B. UofL actively seeks to increase the number of African Americans occupying endowed chairs and professorships funded through the Match Program from one in 2002-03 to five by the end of the fiscal year 2007-08. With a total number of 35, this would represent 14% African American and 28% non-white.

- C. UofL actively seeks to maintain the proportion of women receiving financial aid (fellowships) through the Match Program, which is approximately 50%.
- D. UofL actively seeks to increase the number of African Americans receiving financial aid through the Match Program from two (2) in 2002-03 to five (5) or at least 9% by the end of the fiscal year 2007-08. We seek to maintain the number of other underrepresented minorities receiving scholarships (23, or 41%) to total 50% non-white.

#### IV. Strategies

The University of Louisville is implementing the following strategies to achieve its goals for university diversity in the Endowment Match Program.

- A) Position Description The University is going beyond having an affirmative action statement at the end of a job announcement. Simply saying, "the university is an equal opportunity employer and encourages applications from women and minorities," is not enough. The way in which position descriptions are written often determines who applies for the position. Therefore special attention is being given to developing position descriptions for the match program that reflect the university mission to serve and engage in relevant research that positively impacts Louisville's urban and diverse communities.
- B) Networking and Personal outreach The University will continue to place job announcements in professional journals targeted for women and African Americans. However, we realize that to be successful, we must use more aggressive strategies. Therefore we emphasize networking with professional colleagues across the country to help us identify outstanding women and African Americans. And once they are identified, personal outreach is used to encourage and persuade them to give serious consideration to the position. A part of this strategy includes inviting them to campus and giving them an opportunity to take a closer look at the department, the university, the city as well as most other faculty and administrators of color.
- C) Grow Our Own Program. Central to our goal of increasing the number of African Americans in the Endowment Match Program is a more long-term strategy for "growing our own." This approach provides us with the opportunity to develop and sustain a pool of future African American scholars especially in the sciences, engineering and medical fields. We are currently developing a grow-our-own program that focuses on developing faculty in the sciences, math and engineering. In addition to recruiting outstanding African American students in the Commonwealth of Kentucky and those doctoral students who participate in the Southern Regional Education Board (SREB), this program will build on and expand the partnerships and working relationships we are developing with Historically Black Colleges and

Universities (HBCUs). Currently we have partnerships with Florida A&M University and Tennessee State University. In addition, we are building relationships with other HBCUs that are known for graduating large numbers of African American students who enroll in graduate and professional schools such as Xavier University in New Orleans, Spelman and Morehouse in Atlanta and Howard University in Washington, D.C. Such relationships program a rich pool of talented African American students who can be recruited to pursue terminal degrees at U of L and can be groomed to become outstanding faculty that eventually can be endowed professors in the match program.

- D) Diversity on Search Committees The Provost, deans or unit heads and office of affirmative action pay close attention to the composition of search committees to ensure that women and minorities are represented on them. This is important not only because of the diverse perspectives they bring but also because they symbolically represent the diversity we want to engender and they may also help underrepresented candidates feel more comfortable during the interview.

#### IV. Program Cost

The following projected budget outlines the annual cost to the University for implementing the strategies needed to reach our diversity goals.

Match -----\$14,000,000

For endowed chairs,  
Professorships  
and Fellowships

**(This will produce an average salary of \$88,000 per person)**

Fringe Benefit  $\$88,000 \times .25 = \$22,000 \times 14 = \$308,000$

Start up cost range from \$20,000 to \$500,000

Est. 9 on Health Sciences Campus at an average of \$250,000 = **\$2,250,000**

Est. 5 on Belknap Campus at an average of \$20,000 = **\$100,000**

Dual Career -----\$375,000

Hiring Spouses/Partners

Projected at 6 with an average salary of \$50,000 plus fringe (\$75,000)

## Diversity Plan for Endowment Match Program 2003-2008

for

### Western Kentucky University

January 27, 2004

To fulfill requirements of the Commonwealth of Kentucky's 2003 Budget Bill (HB 269), a diversity plan for the Endowment Match Program must be submitted to the Council on Postsecondary Education.

#### **Assumptions:**

In compliance with current federal law and the existing Western Kentucky University Equal Opportunity policy, the University does not discriminate on the basis of race, sex, religion, color, national or ethnic origin, age, disability, or military service in its administration of educational policies, programs or activities; its admissions policies, scholarship or loan programs; athletic or university administered programs or employment. WKU does not discriminate on the basis of sexual orientation, consistent with the university non-discrimination policy.

University officials will base employment decisions for all positions funded by the Kentucky General Assembly's Endowment Match Program, Research Challenge Trust Fund, and Regional University Excellence Trust Fund on the principles of equal employment opportunity consistent with our intent to achieve the goals in the Western Kentucky University Affirmative Action Plan and the objectives of the Kentucky Plan for Equal Opportunities.

#### **I. Assessment**

##### **A. Faculty and Staff**

###### **1. Faculty and Staff (Match Program)**

Male: 9 Female: 3

###### **2. Gender of faculty and staff in overall university population**

Male: 824 Female: 975

###### **3. Race of match program faculty and staff (EEO categories):**

White:	10
Black:	1
Hispanic:	0
Asian:	1
American Indian/Alaskan Native:	0
Other:	0

4. Race of Faculty and Staff in overall university population.

White:	1,486
Black:	149
Hispanic:	15
Asian:	46
American Indian/Alaskan Native:	6
Other:	3

B. Financial Aid Recipients

1. Gender of match program recipients

Male: 0 Female: 1

2. Gender of financial aid recipients in overall university population (as of Fall 2002)

Male: 5,354 Female: 8,335 Total Enrollment: 17,818

3. Race of match program financial aid recipients

White:	1
Black:	0
Hispanic:	0
Asian:	0
American Indian/Alaskan Native:	0
Other:	0

4. Race of financial aid recipients in overall university population  
Note: This information reflects any student that had a paid amount of any financial assistance-grants, loans, scholarships, etc. for the 2002-2003 academic year.

White:	11,657
Black:	1,293
Hispanic:	107

Asian: 150  
American Indian/Alaskan Native: 45  
Alien: 347  
Ethnicity not reported: 91  
Total: 13,689

## **II. Definition**

- A. Reasonable Level of Gender Diversity among Match Program Faculty. Based on Availability Factor Computation Form for Job Group 2Z Faculty provided by WKU Equal Opportunity Office, a reasonable level of gender diversity is 39%.
- B. Reasonable Level of Racial Diversity among Match program Faculty. Based on Availability Factor Computation Form for Job Group 2Z Faculty provided by WKU Equal Opportunity Office a reasonable level of racial diversity among match program faculty is 15%.
- C. Reasonable Level of Gender Diversity among Match Program Financial Aid Recipients. Based on data at June 30, 2003, there is no current gender diversity among match program financial aid recipients since there was only one recipient. In the 2002-2003 academic years, 60.8% of all WKU financial aid recipients were female and 39.1% were male. When additional financial assistance is distributed, Western Kentucky University considers the current percentages of the university financial aid recipients as a reasonable level of gender diversity.
- D. Reasonable Level of Racial Diversity among Match Program Financial Aid Recipients. Based on academic year 2002-2003 data, 85.1% of all university recipients were white, 9.4% were black, .7% Hispanic, 1.0% Asian, .3% American Indian/Alaskan Native, Alien 2.5% and .6% not reported. Out of the total group of students receiving financial assistance in the 2002-2003, 11.4% of the students were minorities listed in U.S. Census definable categories. This data excludes the Alien and Not Reported categories. It is reasonable that Western Kentucky University considers the target of 11.4% for all racial minorities for those receiving financial assistance under the Match



Program. This would be approximately the same level as found in throughout the Western Kentucky University student body receiving financial assistance.

### **III. Objectives**

- A. Objective for Gender Diversity among Match Program Faculty. In the 2002-2003 academic year, Western Kentucky University had 45.8% male and 54.1% female faculty and staff. Western considers these percentages as reasonable for male and female gender diversity among Match Program faculty. Beginning in 2003-2004 and continuing through 2007-2008, the university will actively engage to meet these gender diversity targets among Match Program faculty.
- B. Objective for Racial Diversity among Match Program Faculty. In the 2002-2003 academic year, Western Kentucky University had 82.6% white and 12.1% minority faculty and staff.\* Western considers these percentages as reasonable targets for racial diversity among Match Program faculty. Beginning in 2003-2004 and continuing through 2007-2008, the university will actively engage to meet these racial diversity targets among Match Program faculty.
- C. Objective for Gender Diversity among Match Program Financial Aid Recipients. In the 2002-2003 academic year, Western Kentucky University had 39.1% male and 60.8 % female financial aid recipients among the study body. Western considers these percentages as reasonable targets for gender diversity among Match Program financial aid recipients. Beginning in 2003-2004 and continuing through 2007-2008, the university will actively engage to meet these gender targets among Match Program financial aid recipients.
- D. Objective for Racial Diversity for Match Program Financial Aid Recipients. In the 2002-2003 academic year, Western Kentucky University had 85.1% white and 13.9% minority financial aid recipients among the study body. Western considers these percentages as reasonable targets for racial diversity among Match Program financial aid recipients. Beginning in 2003-2004 and continuing through 2007-2008, the university will actively engage to meet these racial diversity targets among Match Program financial aid recipients.

**IV. Strategies**

- A. Increase the number of Endowed Match Professorships funded through Endowment Match Program, Research Challenge Trust Fund and Regional University Excellence Fund and other similarly funded partnerships.
- B. Advertise Endowment Match Professorships in professional publications focusing on minority such as *Blacks in Higher Education*.
- C. Participate in consortia such as The Compact for Faculty Diversity.
- D. Publicize positions among historically black, Hispanic-serving and tribal colleges.

**V. Annual Cost of Implementing Strategies**

- A. Strategy A: hiring additional professors will be based on current market rate for hiring qualified professors.
- B. Each activity (Strategies B, C, and D) will cost about \$20,000 per year.

\* Does not total 100% because these percentages exclude Aliens and Ethnicity Not Reported.